

**CB 117796 Job Assistance Ordinance
Councilmember Harrell's Six Proposed Amendments**

Note: these amendments can be voted on separately or as a package.
V4 track changes Harrell Amendments show these amendments in the ordinance.

1. This ordinance adds a new section to the Seattle Municipal Code and we need a name for it. I suggest The Use of Criminal history in employment decisions. Accordingly I move to amend Section 1, page 2 lines 23 and 24 as follows

Section 1. A new Chapter 14.17 of the Seattle Municipal Code is added as follows:

14.17 The Use of Criminal history in employment decisions

PSCRT Committee Vote:

2. I move to amend **14.17.010** page 3, lines 5 and 6 as follows:

"Charging party" means a person who files an Agency charge claiming he was aggrieved by an alleged violation of this chapter, ~~or the person on whose behalf such a charge is filed.~~

PSCRT Committee Vote:

3. I move to amend **14.17.010** page 5 lines 1 and 2 by adding new language, shown in underline below,

d. any verifiable information related to the individual's rehabilitation or good conduct, provided by the individual and;

PSCRT Committee Vote:

4. I move to amend **14.17.020 G** page 6 line 15 to change the word “meaningful” to “reasonable” to be consistent with the wording in 14.17.020 F

G. Employers shall hold open a position for a minimum of two business days after notifying an applicant or employee that they will be making an adverse employment decision solely based on their criminal conviction record, the conduct relating to an arrest record, or pending charge in order to provide an applicant or employee a ~~meaningful~~ reasonable opportunity to respond, correct or explain that information.

PSCRT Committee Vote:

5. I move to amend **14.17.040 Regulations** on page 7 lines 19-27 as follows:

SMC 14.17.040 Regulations

- A. The Agency shall be authorized to coordinate implementation and enforcement of this chapter and shall promulgate appropriate guidelines or regulations for such purposes. The Agency shall convene a panel of stakeholders including members of the employer, social service, legal community and the Seattle Human Rights Commission to help develop the appropriate guidelines and regulations to implement this ordinance, and to oversee and provide input and feedback to the Director on the implementation of this ordinance for at least the first six months after the ordinance’s effective date. Upon the written request of an employer, the Director has the authority to extend the implementation date for that employer, for a reasonable amount of time, to provide the employer time to make the necessary changes to their employment forms.

PSCRT Committee Vote:

6. I move to amend **14.17.080 Effective Date**, page 9 line 8 shown in strikeout and underline to give SOCR time to do outreach and education to the business community on the requirements of this ordinance.

This ordinance shall take effect on ~~October~~ November 1, 2013.

<u>PSCRT Committee Vote:</u>
